



Industry Profile

There are over 70 Registered Hairdressing Salons in our Region, with salon size ranging from Owner Operator to up to 22 staff. With a state turnover of around 1 billion dollars (A 2007 Service Skills SA Survey)

Examples of Industry Sectors include Hairdressing Services, Make-up & Cosmetic Services, and Spa Therapy & Massage Services.

Business Profile

Giannis Hair & Beauty Mount Gambier

What does our Business do?

Giannis Hair & Beauty was opened in 1999 with 4 hairdressing staff; in 2004 the salon diversified to incorporate beauty services. The hair and beauty salon has a staff of 22 including 15 hair stylists, 5 beauty therapists and 2 receptionists.

Giannis & The Body Retreat is all about providing our clients with a professional level of hair and beauty services to a high standard. Striving to innovate and improve our service and product to meet our client's changing needs

Workforce Development

Focal points of our business development

- Review, assess and improve our range of retention strategies – clients and staff
- Ensure our technology is state-of-the-art and that the skills of our workforce keep pace with that technology
- Provide opportunity for career development and advancement
- Regular monitoring of workforce and workplace issues through staff and client satisfaction surveys

How do we recruit?

- Recruitment Office (Agencies such as Gramac Solutions)
- Work Experience
- Pre Employment Hair & Beauty (TafeSA)
- Cold Canvassing by Senior Stylists

What are we looking for?

Dedication, Commitment & Talent

Staff at Giannis must possess a happy disposition, excellent communication skills, commitment to ongoing personal development and training, dedication to client satisfaction, be a loyal, supportive and productive team member, maintain excellent time management and organisational abilities, be dedicated to a clean environment, show creativity and have their own personal vision.

All team members are required to uphold the values of Giannis Hair & Beauty

What do we offer our staff?

We offer our staff – Training

- Intensive weekly training (team and individual)
- Internal and External Courses
- Opportunities to attend the Sydney Hair Expo
- Support and encouragement staff to compete in Regional, State and National Hair & Beauty Competitions

We offer our staff – Support

- Training Manager – supporting and implementing your training and development needs
- Team & Managerial support
- Financial support for trainings, external courses, hair expo and competitions

We offer our staff – Advancement Opportunities

- Internal promotions
- Support in advancement of skills and experiences
- Training in the latest technological advancements in hair and beauty
- Financial incentives
- Internal and External recognition



Career Development Centre



Achievements

We have positioned ourselves as leaders in our field of Hair & Beauty and have continued to build on our reputation in the marketplace, enabling us to attract train and retain high calibre staff. Our intensive training program speaks for itself, with proven success in the Regional, State and National Hair & Beauty Competitions

- Business Achievements - Global Salon Awards Finalist - 2008
- Multi Award Winning Hairdressing Salon in Regional, State and National Competitions including;
- Winner of the South East Hairdresser of the Year - 6 times
- Winner of the South East Apprentice of the Year - 7 times
- National Hairdressing Awards -2nd Place - 2003
- Multi Award Winning Beauty/Day Spa in Regional and State Competitions
- Retailer of the Year - Mount Gambier Chamber of Commerce Awards - 2004
- Business Achievements - Telstra Young Business Women of the Year - Katina Sims 2004

What positions are there and how often do we employ?

We currently employ

- 4 - 1st year apprentices
- 6 - Junior Stylists
- 2 - Senior Stylists
- 2 - Premier Stylists
- 1 - Director
- 2 - Receptionist
- 5 - Beauty Therapists

We are constantly focused on attracting and retaining high calibre staff. We seek to recruit people who are aligned with our values and focused on their own personal development

Future Direction

Processes and systems are reviewed continually throughout the year, client and staff comments and suggestions are reviewed and considered and changes are made accordingly, focusing on what is required to support the continual growth of the business.

As one of our industries biggest issues comes from the availability of quality staff, we recognise the need to consistently employ and train juniors to ensure future success of our industry

As always we look forward, and options of opening more salons in the future is a consideration. For the moment we are determined to continue to be leaders in our field and provide our clients with the best possible services

Melena Striglogiannis
Manager
Giannis Hair & Beauty
Mt Gambier SA



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